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Department of Defense CIVILIAN MANPOWER STATISTICS

September 30, 1993



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Department of Defense

CIVILIAN MANPOWER STATISTICS

September 30, 1993

Issued Quarterly by
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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - September 30, 1993

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	935,875	295,032	285,934	201,991	152,918
DIRECT HIRE	884,216	264,821	275,596	193,745	150,054
INDIRECT HIRE	51,659	30,211	10,338	8,246	2,864
TOTAL EMPLOYMENT	942,287	296,097	289,084	203,279	153,827
DIRECT HIRE	890,628	265,886	278,746	195,033	150,963
INDIRECT HIRE	51,659	30,211	10,338	8,246	2,864
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,535	28,534	0	1	0
TOTAL EMPLOYMENT	30,551	30,550	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	964,410	323,566	285,934	201,992	152,918
DIRECT HIRE	912,751	293,355	275,596	193,746	150,054
INDIRECT HIRE	51,659	30,211	10,338	8,246	2,864
TOTAL EMPLOYMENT	972,838	326,647	289,084	203,280	153,827
DIRECT HIRE	921,179	296,436	278,746	195,034	150,963
INDIRECT HIRE	51,659	30,211	10,338	8,246	2,864

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.
b/Includes Marine Corps civilian personnel.
c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

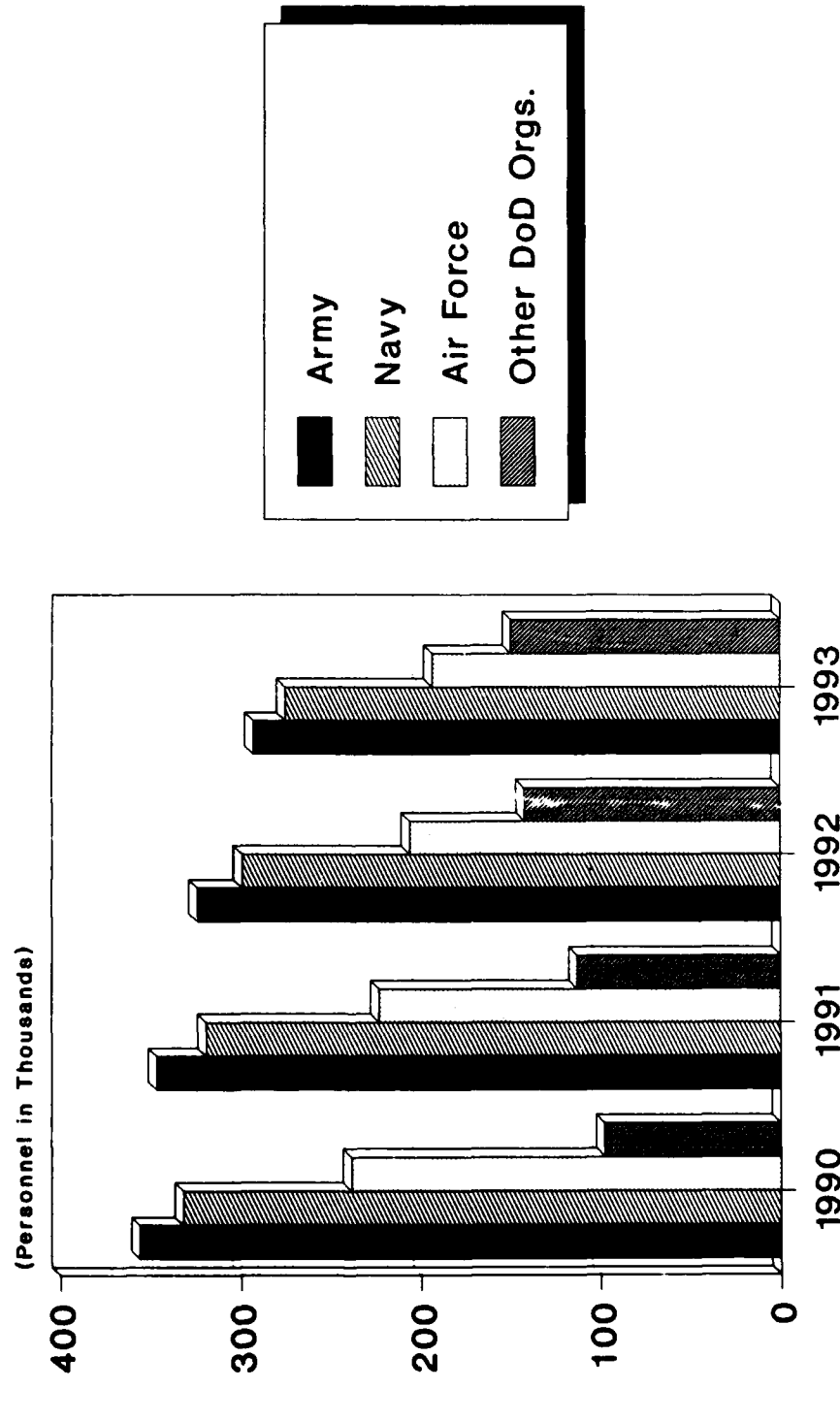
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 89	30 SEP 90	30 SEP 91	30 SEP 92	31 JUL 93	31 AUG 93	30 SEP 93	
MILITARY FUNCTIONS	1,117,449	1,073,227	1,044,300	1,003,209	945,323	944,263	935,875	
DIRECT HIRE a/	1,037,632	997,197	974,169	942,516	893,149	892,219	884,216	
INDIRECT HIRE b/	79,817	76,030	70,131	60,693	52,174	52,044	51,659	
ARMY	405,008	382,058	366,948	333,691	305,166	300,080	295,032	
DIRECT HIRE	349,171	328,688	318,543	294,689	274,334	269,395	264,821	
INDIRECT HIRE	55,837	53,370	48,405	39,002	30,832	30,685	30,211	
NAVY	354,942	342,101	329,592	309,490	289,149	287,621	285,934	
DIRECT HIRE	344,436	331,982	319,421	299,396	278,952	277,424	275,596	
INDIRECT HIRE	10,506	10,119	10,171	10,094	10,197	10,197	10,338	
AIR FORCE	261,571	249,862	233,491	214,796	204,652	202,037	201,991	
DIRECT HIRE	249,662	238,831	223,319	206,144	196,412	193,791	193,745	
INDIRECT HIRE	11,909	11,031	10,172	8,652	8,240	8,246	8,246	
OTHER DoD ORGANIZATIONS c/	95,928	99,206	114,269	145,232	146,356	154,525	152,918	
DIRECT HIRE	94,363	97,696	112,886	142,287	143,451	151,609	150,054	
INDIRECT HIRE	1,565	1,510	1,383	2,945	2,905	2,916	2,864	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	29,248	27,258	28,252	29,474	28,549	28,518	28,535	
ARMY	29,246	27,257	28,251	29,473	28,548	28,517	28,534	
AIR FORCE	2	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,146,697	1,100,485	1,072,552	1,032,683	973,872	972,781	964,410	
DIRECT HIRE a/	1,066,880	1,024,455	1,002,421	971,990	921,698	920,737	912,751	
INDIRECT HIRE b/	79,817	76,030	70,131	60,693	52,174	52,044	51,659	

a/As reported officially to the Office of Personnel Management.
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.
c/See Glossary for a list of Other DoD Organizations.

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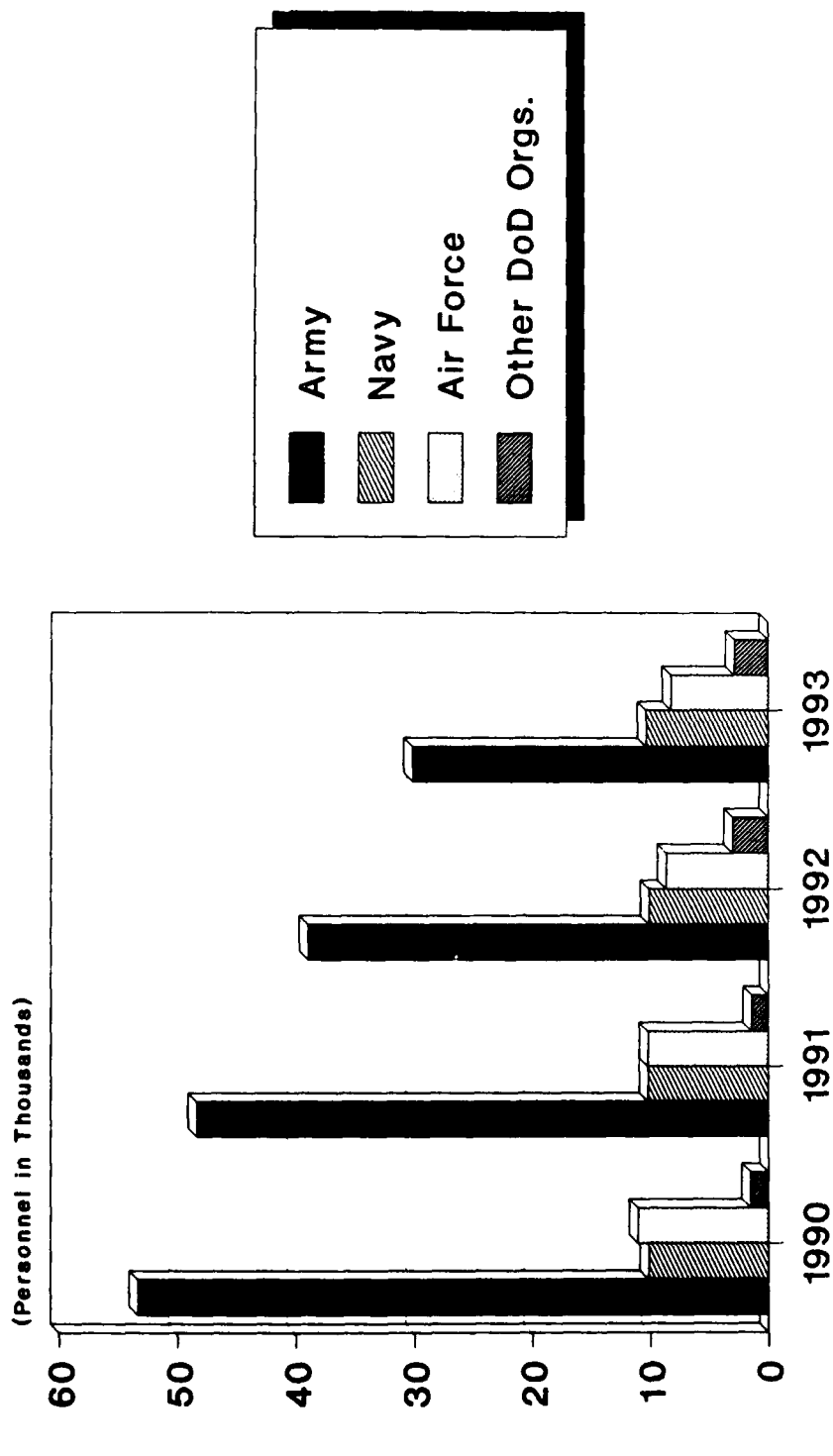
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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Figure 2

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 93	31 AUG 93	30 SEP 93		31 JUL 93	31 AUG 93	30 SEP 93
MILITARY FUNCTIONS							
ARMY	893,149	892,219	884,216	900,141	809,303	813,442	809,155
NAVY	274,334	269,395	264,821	279,382	237,939	236,518	235,753
AIR FORCE	278,952	277,424	275,596	272,867	263,969	263,239	262,160
	196,412	193,791	193,745	204,775	180,725	180,449	180,347
OSD & ORGANIZATIONS SERVICED b/							
DoCA	4,517	4,449	4,500	4,393	4,284	4,268	4,317
DCAA	19,030	18,978	18,978	18,340	9,870	9,851	9,851
DFAS	5,693	5,668	5,647	5,589	5,585	5,556	5,535
DISA	23,405	23,795	24,077	24,848	22,038	22,344	22,766
DIS	5,266	5,320	5,335	2,906	5,103	5,154	5,207
DLA	3,492	3,468	3,291	3,177	3,366	3,350	3,181
DMA	63,213	62,003	59,947	52,885	60,398	59,328	57,744
DNA	7,942	7,885	7,781	7,415	7,679	7,661	7,604
DSA c/	828	792	773	841	765	759	755
DoDEA	557	545	567	554	520	513	533
DoD IG	6,963	16,197	16,657	16,651	4,820	12,197	11,150
DICA d/	1,558	1,550	1,543	1,580	1,538	1,536	1,531
OSIA	304	285	282	2,743	271	275	277
USUHS	683	674	676	360	433	444	444
CIVIL FUNCTIONS							
ARMY	28,549	28,518	28,535	N/A	26,345	26,314	26,491
AIR FORCE	28,548	28,517	28,534	N/A	26,344	26,313	26,490
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	921,698	920,737	912,751	N/A	835,648	839,756	835,646

a/ See the Glossary for Component names.

b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT

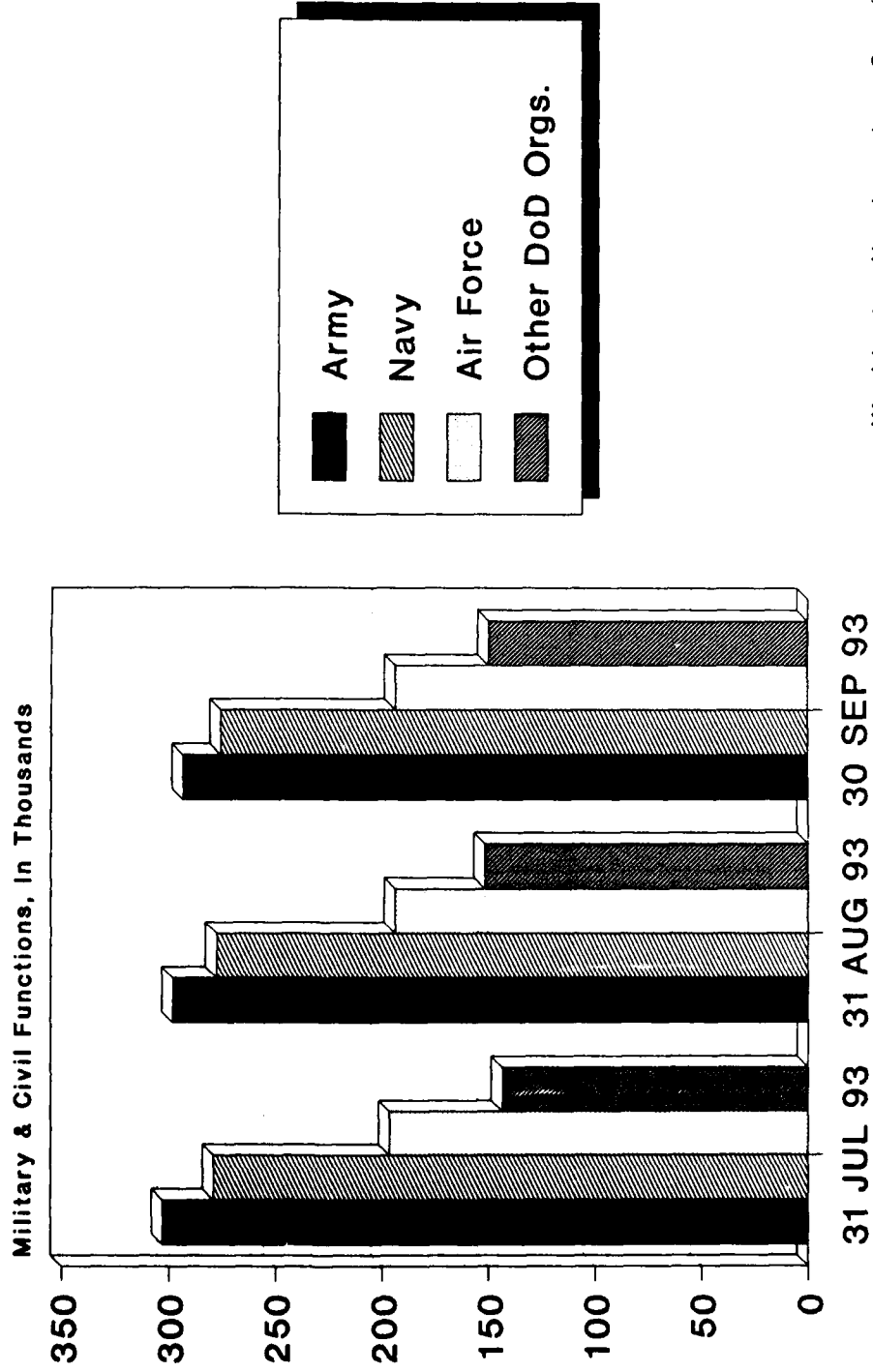


Figure 3 - Total Employment

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TABLE 4

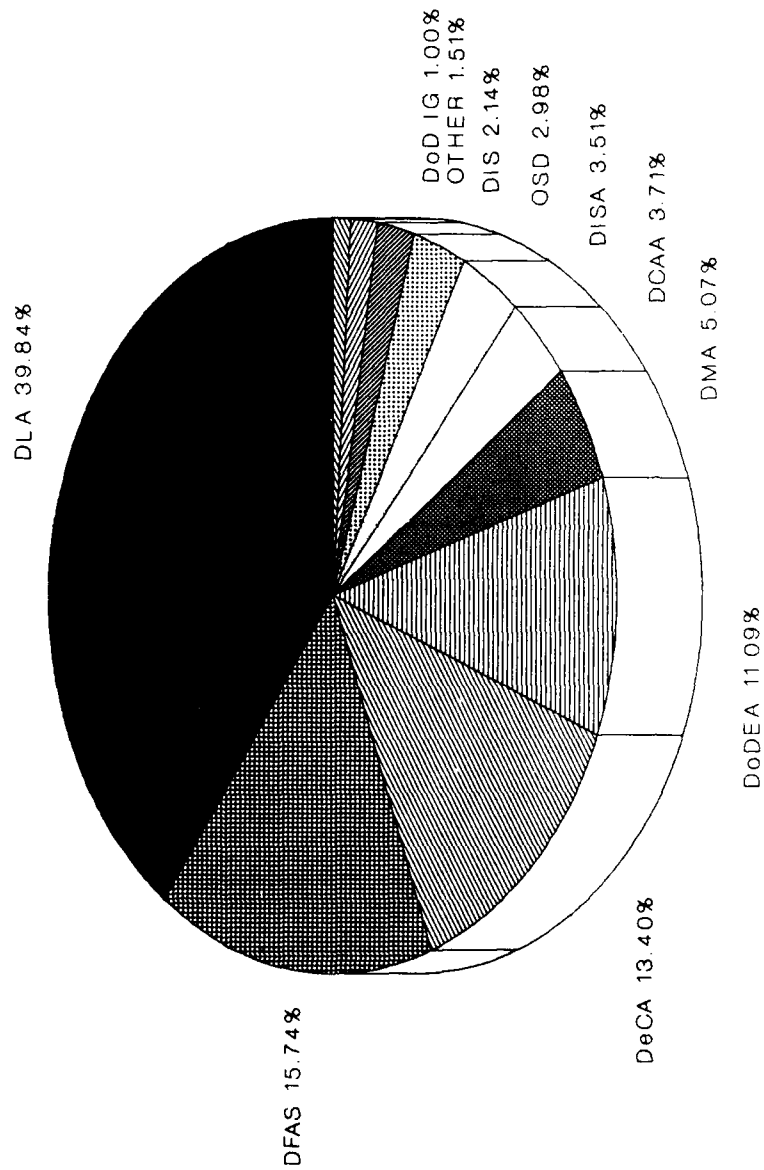
**DoD Direct and Indirect Hire Civilian Personnel, by Component
(Excluding the Military Departments) - September 30, 1993 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,578 20,614 5,713	4,566 19,042 5,708	12 1,572 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	24,215 5,394 3,297	24,215 5,384 3,297	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	61,288 7,803 789	60,425 7,803 789	863 0 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY DEPARTMENT OF DEFENSE INSPECTOR GENERAL	567 17,058 1,544	567 16,657 1,543	0 401 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	282 685	282 685	0 0
TOTAL	153,827	150,963	2,864

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT SEPTEMBER 30, 1993



Excludes Military Departments

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FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - September 30, 1993 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	921,179	296,436	278,746	195,034	150,963
BY STATUS					
FULL-TIME	897,202	290,744	275,419	192,679	138,360
PART-TIME	19,811	5,204	2,951	2,046	9,610
INTERMITTENT	4,166	488	376	309	2,993
BY CAREER SERVICE CATEGORY					
COMPETITIVE	785,604	241,557	259,524	157,433	127,090
EXCEPTED AND SES	135,575	54,879	19,222	37,601	23,873
BY TYPE OF APPOINTMENT					
PERMANENT	848,429	265,387	255,136	181,345	136,561
TEMPORARY/INDEFINITE	72,750	31,049	13,610	13,689	14,402
BY CITIZENSHIP					
U.S. CITIZENS	902,167	285,365	275,329	191,762	149,711
NON-CITIZENS	19,012	11,071	3,417	3,272	1,252
BY LABOR CATEGORY					
SALARIED	673,597	228,183	192,553	129,030	123,831
WAGE BOARD	247,582	68,253	86,193	66,004	27,132

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - September 30, 1993 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a /	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b /
WORLDWIDE TOTAL	921,179	296,436	278,746	195,034	150,963
UNITED STATES	855,646	268,608	266,506	185,942	134,590
BY LOCATION					
WASHINGTON, D.C., SMSA c /	87,566	25,542	36,262	5,905	19,857
REMAINDER OF U. S.	768,080	243,066	230,244	180,037	114,733
BY LABOR CATEGORY					
SALARIED	618,453	204,072	184,284	120,927	109,170
WAGE BOARD	237,193	64,536	82,222	65,015	25,420
BY CITIZENSHIP					
U. S. CITIZENS	855,154	268,339	266,389	185,927	134,499
NON-CITIZENS	492	269	117	15	91
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	8,213	1,270	4,870	850	1,223
WAGE BOARD	4,507	900	2,320	414	873
BY CITIZENSHIP	3,706	370	2,550	436	350
U. S. CITIZENS	8,198	1,266	4,860	849	1,223
NON-CITIZENS	15	4	10	1	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	57,320	26,558	7,370	8,242	15,150
WAGE BOARD	50,637	23,211	5,949	7,689	13,788
BY CITIZENSHIP	6,683	3,347	1,421	553	1,362
U. S. CITIZENS	38,815	15,760	4,080	4,986	13,989
NON-CITIZENS	18,505	10,798	3,290	3,256	1,161

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - September 30, 1993**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BAHRAIN	1	0	0	0	1
BELGIUM	753	702	0	2	49
GERMANY	29,356	23,605	0	4,053	1,698
GREECE	120	0	0	98	22
GUAM	4	0	4	0	0
JAPAN	16,863	3,211	9,367	3,798	487
KOREA	2,357	2,357	0	0	0
LUXEMBOURG	24	24	0	0	0
MALAYSIA	5	0	0	0	5
NETHERLANDS	665	304	0	61	300
SPAIN	1,320	8	967	234	111
UNITED KINGDOM	191	0	0	0	191
TOTAL	51,659	30,211	10,338	8,246	2,864

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)

Inspector General Department of Defense (IG DoD)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Department of Defense Agencies:

*Advanced Research Projects Agency (ARPA)

*Ballistic Missile Defense Organization (BMDO)

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Systems Agency (DISA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

**Defense Support Activities (DSAs)

On-Site Inspection Agency (OSIA)

NOTE: *Organizations serviced by OSD.

**Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Programs Activity (DMPA)
- *Defense Prisoner of War/Missing in Action Office (DPMO)
- *Defense Technology Security Administration (DTSA)
- *Department of Defense Civilian Personnel Management Service (CPMS)
- Department of Defense Education Activity (DoDEA)
- **Drug Interdiction and Counter-Narcotics Account (DICA)
- *Office of Civilian Health and Medical Program
 for the Uniformed Services (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE: *Organizations serviced by OSD

**Organization serviced by Military Services and selected DoD organizations.

Salariat Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)